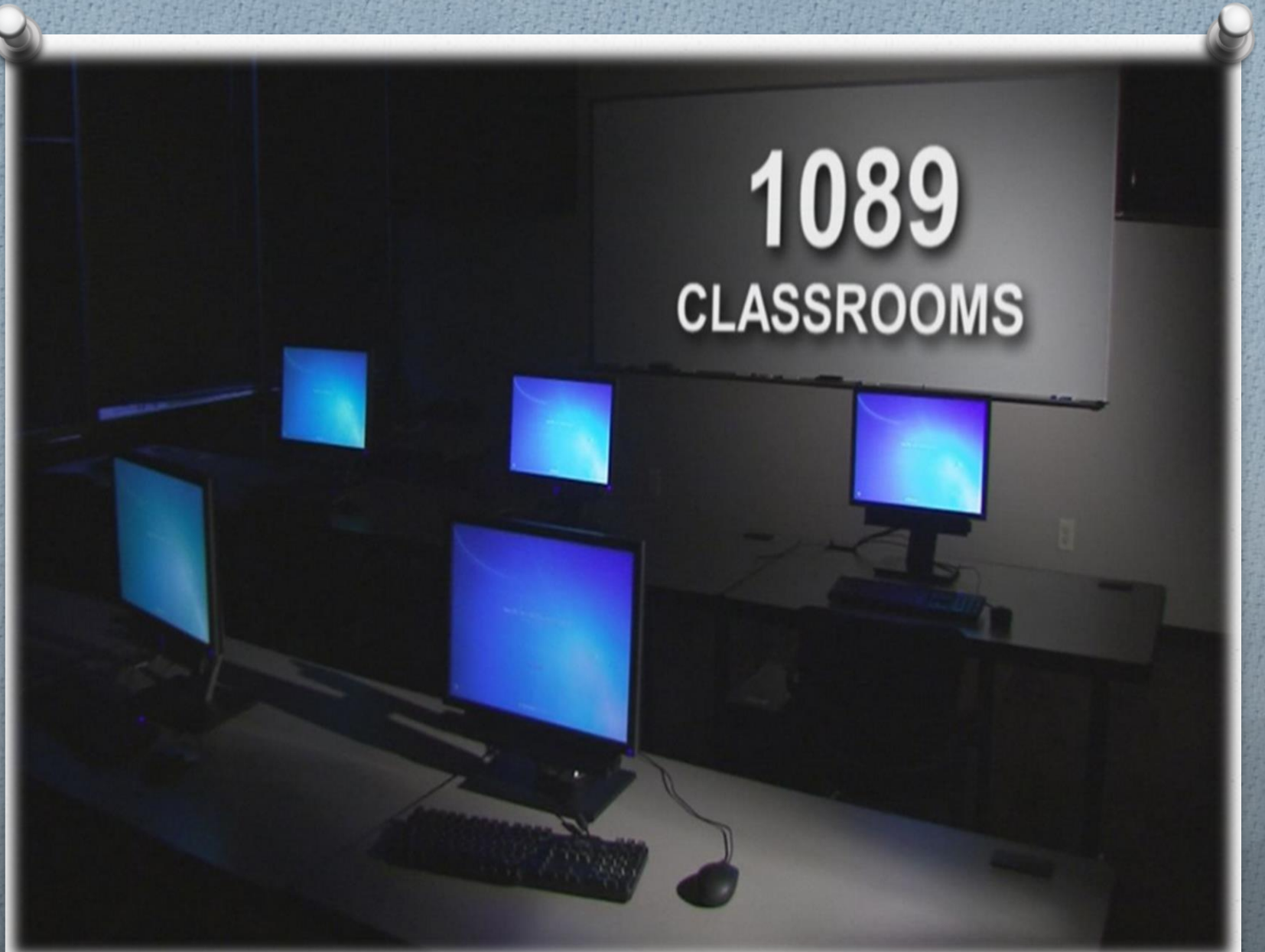




Recruiting Arizona Teachers

Arizona State University
Grand Canyon University
Rio Salado College

1089
CLASSROOMS



2013/2014 Statistics

- o Out of 79 school districts surveyed by CBS5 **62%** responded with having open positions
- o **938** positions were filled by substitutes
- o **53%** of districts reported teachers breaking contracts during the school year
- o **24%** of the education workforce will be eligible for retirement within the next four years

What are
Arizona's
Institutions of
Higher Education
(IHEs) doing to
recruit quality
teachers?





Arizona State University



Grand Canyon University

Rio Salado College



Take the Next Step

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[Rio Salado College / Programs / Teacher Education](#)



ANNOUNCEMENT: Office Hours: Mon - Thurs, 8 a.m. - 5 p.m. Limited availability on Fridays 8 a.m. until 4 p.m. Please call to m

Educator Preparation Program

Undergraduate Bachelor's
Degree
Pathway

- » [Elementary](#)
- » [Secondary](#)
- » [Special Education](#)

[see more](#)

Post
Baccalaureate
Programs

- » [Early Childhood](#)
- » [Elementary Education](#)
- » [Secondary Education](#)
- » [Special Education](#)
- » [Fine Arts Education](#)

Teacher-in-
Residence
Programs

- » [Elementary Education](#)
- » [Secondary Education](#)
- » [Special Education](#)
- » [Fine Arts Education](#)
- » [Master's Degree Pathways](#)

**Bachelor Degree
Partnerships**

**Northcentral
University**

&

**University of
Phoenix**

Rio Salado Associates Degree

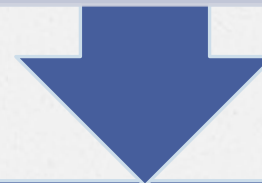
General Studies
Courses

Content Courses
(EDU) for Degree



Rio Salado OR UOP

Methods Courses/Student Teaching



NCU or UOP

Upper division EDU and Leadership
Courses

PostBacc Options

Traditional Format

- Students progress through three levels of coursework to conclude with a 12 weeks of student teaching.
- Average completion time is 2 – 3 years.

Teacher-in-Residence (TIR)

- Alternative path model
- Partnership between the student, district and ADE
- Program completion is 2 years from issue date on intern certificate.

Recruiting Strategies

- o Monthly orientation sessions held between the months of April – August at multiple Rio locations
 - Live stream for distance students
- o Joint informational sessions with partner districts to “recruit” from within (i.e. Paraprofessionals, Volunteers, Aides)
- o Career Fair hosted on Rio Salado campus
- o Job posting/email “blasts” for partner districts to active and recently graduated students
- o Informational sessions held with districts to educate on “intern” program
- o Letters of support to qualifying “intern” students to aide in job campaign

Retention Strategies

- o Dedicated Student Success Coaches
- o Coffee Talks for Encore students
- o Induction program for TIR students
- o Response to Intervention (RTI) process
 - Academic
 - Student teaching
- o Alumni Association
- o Endorsement courses

Financial Incentives

NOYCE SCHOLARS PROGRAM

- o This grant funded (NSF) program recruits STEM professionals to teach mathematics and science in grades 7-12.
- o Qualifying students receive \$16,500 in stipends.
- o Noyce students complete the program within 15 months and receive assistance with job placement.

i2Teach Scholarship

- o The APS Scholarship Fund is awarded to qualifying students who hold a BA in non-teacher education areas and are enrolled in a teacher certification program at Rio while being employed in a career within education.
- o Students can apply for this scholarship during their final two semesters to cover the cost of student teaching credits and fees.